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WELFARE



CANADIAN WELFARE

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COVER PICTURE:—This mobile child welfare centre, run by the Buckinghamshire County Council Health Department, visits 26 villages every month, and is attended by about 200 children in the same period.

STILL AT COUNCIL HOUSE

In December we were so sure we would move to our new building in January that we announced that the February issue would be published from there. Unforeseen delays have kept us at the old Council House for a little longer, our New Year resolutions still alive and active even without the stimulus of new surroundings. We hope yours are the same, wherever you are.

WINTER UNEMPLOYMENT

All indications show that unemployment in Canada for the winter of 1955-1956 will be considerably less than at any time since the winter of 1952-1953, which presumably means that the need for assistance to the unemployed will also be less. If that presumption is correct, the arrangements for federal-provincial sharing of the costs of unemployment assistance may be established under relatively favourable conditions. Procedures can be worked out and tested, and the experience gained will be valuable in future winters whether they bring more or less unemployment. The Canadian Welfare Council has always maintained that no family should suffer from want that is due to the enforced idleness of the breadwinner. We earnestly hope the new program will prove successful in reducing to an absolute minimum the number of families in need because of unemployment.

INTERPRETATION

An article entitled "The Little Girl Nobody Wants", by Dorothy Sangster, was published in the December issue of *Chatelaine*. It described the experiences of the Children's Aid and Infants' Homes of Toronto in trying to find adopting parents for "Donna", an intelligent, attractive child, now aged five, who was born with a harelip (which has been corrected by surgery) and a cleft palate.

Within a few weeks of publication the magazine and the agency had received 200 letters about the Donna article. All but three or four of the letters were sympathetic to the agency's work; a great many of them offered homes for Donna; and some of them offered homes to other children who might be difficult to place, such as children of mixed parentage. Some were from people who had had similar experiences, and some from social agencies offering to cooperate. A few letters were

emotional and impulsive but the majority were thoughtful and realistic. The people at the Toronto agency tell us they got from the correspondence a strong feeling that many people were realizing for the first time why so many children are without homes.

Our own December editorial, "The Adoption Situation", has also aroused much interest. It was the basis for editorials in some twenty newspapers, which used our material intelligently and sympathetically. The editorial was, of course, more general in nature than the *Chatelaine* article, and the response to it was less startling, but the striking thing is that so many newspapers found it interesting enough to use.

What can we learn from these experiences? Quite simply that attempts to tell the public what social agencies are trying to do, and why, bring gratifying results. Both the *Chatelaine* article and our editorial happened to deal with adoption, but the public is just as responsive to other subjects when they are presented simply and straightforwardly.

Social agencies frequently lament the lack of public understanding, or are discouraged by public misunderstanding. It is not easy, perhaps, to make their work properly understood, but it can at least be attempted. The material is at hand in the agencies' experiences in working with human beings, as the *Chatelaine* article demonstrates. With the proper withholding of confidential information, such material can be put into the hands of writers for newspapers, magazines and broadcasting, who are eager to get subject matter and are willing to cooperate.

It is not always necessary, however, to work directly through publishing and broadcasting media. It may often be sufficient to make better use of what is already offered, by making radio and television programs more widely known among the people we wish to influence, and by putting magazine articles—of which there are dozens on social welfare topics—into their hands. CANADIAN WELFARE itself could be used much more than it is for enlisting interest and spreading information.

FROM THE EDITORIAL DESK

We don't often hear, in print at any rate, from people who have benefitted from the services of social agencies. We are more likely to hear about something that's gone wrong. But not always! In this issue is a wonderful story about successful adoptions and the children's aid services that made them possible.

The authors and adopting parents,

Margaret and Don Henshaw, said in their correspondence about the manuscript: "If you publish this, it is our sincere hope that it may encourage social workers who are confronted with middle-aged would-be adoptive parents who want a newborn baby rather than an older child. And, if the article comes to the attention of any such childless

couples, it may make them want the all too often unwanted. We hope our experience may be of aid in bringing equal happiness to other people." • • •

The foundation for good interpretation of social welfare, which is the subject of an editorial printed above, is good public relations, the subject of an article on page 293. Reading the editorial and the article brings the thought that integrity and good manners are rock-bottom foundations for both interpretation and public relations—and good administration, good interpersonal relations (horrid phrase!) and a lot of other human doings. Which reminds us of "Put Your Values in Order" on page 291. Integrity and good manners again! • • •

Not long ago a group met in Ottawa to talk about the Eighth International Conference of Social Work. Like such groups everywhere, they talked about international aid and asked themselves whether western education in social work could possibly be helpful to people who work in countries with ways and means of life and livelihood so different from ours. Are we really helping eastern students who come to us hoping to learn? The answer of course is that we are trying, and learning as we try.

The article on Social Work Training for International Welfare on page 277 tell what the McGill School of Social Work is doing to help its foreign students. It is evident, incidentally, that the foreign students must also be helping one another and their Canadian fellow students, and also that the essential values of western and all social work are operating here. • • •

February 1, 1956

Arthur Bryant's book, *English Saga* (obtainable cheaply on some news stands), gives as vivid a picture of the horrors of life in cities in the early nineteenth century as one can find anywhere outside the voluminous scholarly studies of the period. The privileged and well-fed of England were shaken to the core by conditions they could ignore only if they were blind and deaf and without sense of smell. Out of the suffering came social legislation and a new stage in social work. The whole world is to all its inhabitants to-day what London was to the English of a century ago. Foul-smelling streets and famished children on the other side of the world are our streets and our children. • • •

M.M.K.

CITY OF CALGARY

requires a

SUPERVISOR (PROBATION & DELINQUENCY SERVICES)

DUTIES: Under direction, to assume responsibility for the Delinquency and Probation Division of the Children's Aid Department. This includes supervision of a number of Social Workers (Probation Officers), the allotment of case-loads, Juvenile Court Work, administration of the Juvenile Detention Quarters and other related phases of Departmental Boys and Girls work, both preventive and remedial.

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APPLICATION forms are to be obtained from and returned to the Personnel Director, City Hall, Calgary, Alberta, not later than February 22, 1956.

Correspondence

Dear Editor:

Pursuant to the discussions on the unmarried mother by Svanhuit Josie and Kathleen Sutherton carried in the December issue of your magazine, it appears that we are struggling here with a situation that is condemned by the community on the one hand and intensified by its practices on the other.

Illegitimacy no longer appears to be confined to the economically deprived, the uneducated, the mental defective, the prostitute. An "occupational" factor has crept into the problem of illegitimacy as well. Some studies reveal that unmarried mothers had mated with men of their own or similar occupational and professional group. This is not surprising when we see the occupational group gradually displacing the family as the primary group in our industrialized and urban community. The office Christmas party is becoming more meaningful than the family celebration at home. Preventive steps are clearly needed—

more and better opportunities to promote happy family life.

We should also abandon the taboo on sex education and instruction. Sexual ignorance and inexperience are among the direct causes of illegitimacy. The adolescent practice of "going steady" for example, probably accounts for some of the situations mentioned by the above authors. There are too many loose practices, insufficient parental control, and indifference toward control.

One additional comment: In reading Mrs. Josie's article, I thought that there was undue mention of the volume of bastardy of one racial group as against another. Mention of ratios of illegitimacy between racial groups can have a doubtful purpose, despite the cultural and historical implications. The evils of illegitimacy are still socially created; and there is a possibility that published ratios can aggravate ill-feeling between racial groups in a given community.

JACK GOLDNER
*Family Welfare Association
Montreal.*

COMING EVENTS OF INTEREST TO COUNCIL MEMBERS

May 17 and 18. Annual Meeting, Ontario Association of Children's Aid Societies. Royal York Hotel, Toronto.

May 20 to 25. 83rd Annual Forum. National Conference of Social Work. St. Louis, Missouri.

Week of June 18. Canadian Conference on Social Work; Annual Meeting, Canadian Welfare Council; Biennial Meeting, Canadian Association of Social Workers. Edmonton, Alta.

August 5 to 10. Eighth International Conference of Social Work. Munich, Germany. See page 281. Information from Mrs. R. H. Sankey, 72 Lowther Avenue, Toronto 5, Ont.

August 11 to 18. Couchiching Conference.

November 15 to 17. Biennial Meeting, Family Service Association of America. Cincinnati, Ohio. Theme: "The Family—Bulwark in Social Change".

SOCIAL WORK TRAINING FOR INTERNATIONAL WELFARE

By J. B. LIGHTMAN and JOY R. SMITH

WITH man's concern for the welfare of his fellow man more and more assuming universal proportions, social work as a practical way of expressing this concern is no longer confined to the local scene. In a shrinking world, with faster transportation and communications and the interchange of ideas and experience, social welfare affects us not only in our immediate environment, or only in our own country, but also in all other countries and more particularly in the underdeveloped areas.

There is eloquent testimony in many quarters to mounting interest and activity in international welfare problems. The International Conferences of Social Work are being held every two years, with more and more people taking part directly or indirectly. International private welfare organizations are undertaking long-range programs. Governments have embarked on international projects, such as the Colombo Plan of the British Commonwealth of Nations, and the United States' Point IV Program and later projects stemming from it (e.g. International Cooperation Administration). The United Nations Organization works in the welfare field through the Economic and Social Council, Technical Assistance Administration and the various specialized agencies and allied organizations such as UNESCO, ILO, WHO, FAO and UNICEF.

Beginning of Training

Formal training for service, however, in the field of international welfare is embryonic. There are, as yet, perhaps no more than two or three schools of social work on the North American continent, or anywhere for that matter, that have specific courses in International Welfare as a regular part of their curriculum.

The McGill University School of Social Work is pioneering in this respect in Canada, but interest is growing among other schools of social work in the possibility of offering kindred courses. This was evident in discussions that took place at the last sessions of the Council on Social Work Education, held early in 1955, when an effort was made to measure interest and experience in training for service in the international field.

Seminar

At the McGill School a number of foreign students had expressed a need to discuss the welfare problems of their own countries. Accordingly, on the initiative of Dr. John J. O. Moore, Director of the School, a seminar was organized in 1952-53, at which this matter was given attention.

From the beginning this seminar group has been composed of the foreign students attending the School as well as some interested Canadian students. The discussions in the

The authors of this article are sessional lecturers on the faculty of the McGill University School of Social Work, Montreal.

seminar are based upon papers presented by the students, which describe their various countries and cultures, with the focus upon the major social "dis-eases" of the communities. The students attempt to formulate solutions to these problems, and the discussion is centred upon the discovery of solutions which would be effective for the particular culture.

Considerable time is also devoted to helping the students modify the knowledge and techniques learned in our culture for the work they are likely to be doing at home.

The students must be able to apply social work principles with flexibility and ingenuity. The development of ability to do this and to do sound analytical thinking are major objectives of the seminar.

There is a serious lack of authoritative studies in social work which would help in formulating solutions to the problems brought to the seminar. This presents a fresh challenge to social workers to apply the excellent studies in the various branches of the social sciences to new fields of operation.

Special Course

In the course on public welfare, it was found that there was very little in Canadian or American experience that would be of immediate or direct value to students from many foreign countries, particularly those coming from the underdeveloped areas. An acquaintance with the social legislation of various countries, studied on a comparative basis, seemed likely to be of more value to these students. Comparative social legislation, we thought, could best be studied in relation to a knowledge of the social and economic forces at play in areas where projects had been undertaken

by international organizations and by a description of those projects themselves. Accordingly, a course was organized for 1954-55 on International Welfare Work and Comparative Social Legislation (largely for the underdeveloped areas). It is being offered again this year.

The first class in this course consisted of students from Bolivia, the Gold Coast of West Africa, Morocco, Israel, Formosa, and some from French-speaking and English-speaking Canada itself.

The course deals with the background of international welfare efforts, past and present. It reviews the earliest attempts at introducing various kinds of aid and self-help by international private organizations, such as the Red Cross and sectarian organizations, and then analyses trends in more recent times, beginning with the period of the League of Nations, and proceeding to the development of the United Nations and its work in bringing governmental and inter-governmental assistance to areas which have certain basic needs for food, health, shelter, education, employment and the like.

The course further reviews the work of government and U.N. programs (mentioned above). Social legislation in the various countries is reviewed, and attention is paid to the "basic desiderata" for legislation that would make possible the introduction of minimum standards of social security, health protection, better working conditions, elementary school education, vocational training, and the like.

During the latter part of the course the students worked in the manner of a mock Technical Assistance Board, reviewing some specific problems in three key areas;

Canadian Welfare

Latin America (with the focus on Bolivia), South and Southeast Asia (with the focus on India), and the Middle East and North Africa (with the focus on Morocco). For this the class was divided into teams, with each team working on one of the three-mentioned underdeveloped areas. Term papers on the problems were presented and the class reviewed the situation described in the papers in Technical Board fashion.

This course in International Social Welfare and Comparative Social Legislation is of a generic nature, covering the field historically, currently, and in point of view of contributory organizational depth (such as with reference to the programs of UNICEF, ILO, WHO, International Bank, etc.), along with the building of an awareness of available resources. But care is taken to relate, wherever possible, social work methods as we understand them to the tackling of welfare problems in an overseas setting. At best we must leave it to the students to make whatever adaptations are necessary.

We used United Nations and specialized agencies, motion pictures on work in the underdeveloped areas, maps and pictorial material, bibliographies that we had worked up in topical fashion, and, for current applicability, the daily press, for down-to-date developments with reference to certain projects.

1955-56 Seminar

In addition to this course, there is the aforementioned International Seminar on Social Work. During these bi-weekly sessions, foreign students more particularly have an opportunity to present problems of their own countries where, when they go back, they will have to use casework, group work, community

organization and administrative skills as the case may be.

The subject we chose out of our previous experience, for the 1955-56 Seminar is "Patterns of Culture and Jurisprudence in the Underdeveloped Areas: the Role of International Welfare". The rationale of this was that social work, technical assistance, and the introduction of Western "know-how" must take into account the cultures of a country and the legal systems under which people live.

Extra-Mural Opportunities

Students at the McGill University School of Social Work are also invited to attend lectures that are organized largely for interested members of the community or those who are professionally engaged in one or other form of welfare or allied work. These lectures, last spring, took the form of a series on "International Welfare and the Democratic Process." Six such lectures were given with visiting speakers, among them Hugh Keenleyside, Director-General of the UN's Technical Assistance Administration and J. Donald Kingsley, formerly Director-General of the International Refugee Organization and of Korean Relief.

For the Spring of 1956, another series is being planned, possibly on the subject, "The Preservation of the Family in South and Southeast Asia: the contribution of International Welfare". We hope it can be tied in with the theme of the Position Papers of the Canadian Committee of the International Conference of Social Work.

Foreign students, along with others, are also provided with an opportunity for contact with representatives of foreign Consulates in Montreal when problems arise about the study of one or the other of their areas (as this

past year when the Consul of Bolivia stationed in Montreal was very co-operative with both faculty and students on some aspects of the subject-matter of the course); and with field work placement in areas in Canada outside Montreal (as when last summer a foreign student was placed with the Department of Public Welfare of Newfoundland to obtain training, on a paid-work basis, in areas of Newfoundland that posed problems akin to those he may have to face in some parts of his own country).

In addition to the efforts here described, there are three other important facets of the School's special provision for students from other countries, which can only be mentioned at this time. These are: an attempt in all instruction to stimulate the student to ask, "How does this apply to *my* situation?"; equal emphasis on work with the individual and the group; and a special course in Community Organization which has much the same rationale as the International Welfare course discussed above.

The International Field of Work

More than two million dollars has been spent during the last two-year period on technical assistance alone in the social welfare fields, and the need for personnel to administer such projects and see them through is becoming more and more patent. Some 161 experts were made avail-

able to some 40 nations and territories to help develop long-range welfare programs during these two years and a few hundred scholarships and fellowships were awarded in an exchange arrangement of social work personnel under UN auspices in close to 70 countries and territories.

Question still arises, however, as to just what welfare training people engaged in welfare work in these areas have had, whatever their other special training may have been—in the fields of health, law, engineering, agriculture and so on.

Further question arises as to what cognizance is being taken of the necessity for training people to train others on the local scene to do an acceptable welfare service job.

At sessions of the Economic and Social Council of the United Nations last spring, the representative from India estimated that more than 500,000 social workers would be required in that country alone to help carry out the community development part of India's Five-Year Plan.

The big need today is training. The contribution that North American schools of social work can make toward this is the development of centres of training for those who will be entering the field of international welfare work. In Canada the McGill University School of Social Work is endeavouring to make its contribution along the lines of the modest beginning described here.

CANADIAN RED CROSS

The Canadian Red Cross Society will make its annual appeal for financial support in March. This organization is active in more than 1,300 communities in Canada. In 1954 more than 150,000 patients in Canadian hospitals were given free blood transfusions of 234,000 bottles of blood supplied by the Canadian Red Cross Blood Transfusion Service, only one example of the help the Red Cross gives in critical human situations.

INTERNATIONAL CONFERENCE

"Industrialization and Social Work" will be the theme of the Eighth International Conference of Social Work to be held in Munich, Germany, August 5 to 10, 1956.

Sessions will discuss such subjects as:

"Impact of industrialization on mental attitudes, on ways of life and on the life of the family."

"How to preserve the right balance between the respective responsibilities of industry, state and voluntary agencies."

"How less developed countries can benefit from the experience of countries highly industrialized over a long period."

"The role of social work in schemes for social security."

Study Tours

Opportunities for low-cost group travel and study are offered to those attending the Conference.

Chartered planes will leave New York July 14 for London. On arrival the party will separate into groups for three study tours:

Tour 1—England, France, Germany (with stops in Belgium and Holland)

Tour 2—Sweden, Denmark, Germany (with stops in England and Norway)

Tour 3—Italy, Yugoslavia, Austria.

For information write:

MRS. R. H. SANKEY
72 Lowther Avenue
TORONTO



UNITED NATIONS

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International Survey of Programmes of Social Development

A comprehensive review of methods and programmes in different countries since 1945. Includes health, nutrition, housing, education, labour, social security, rural areas, financing. \$2.00.

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Covering the period 1950-1954, this survey describes, and analyzes methods and trends in the training of professional social workers in different countries. \$1.25.

Study on Adoption of Children

A study of practices and procedures in the adoption of children, prepared in co-operation with the International Union for Child Welfare. Based on information received from fifteen countries in Europe, North America and Latin America. 75 cents.

Parole and After-Care

In addition to a general consideration of policy and practice, this report contains detailed statements on parole and after-care in 12 selected countries. 75 cents.

*United Nations Publications
are obtainable from*

THE RYERSON PRESS
299 QUEEN STREET WEST
TORONTO 2-B

OUR ADOPTED CHILDREN

By MARGARET AND DON HENSHAW

ON a winter's night we saw a crown of blonde hair that seemed to grow in every direction. On a summer noon we watched a brown top-knot march past the table tops of a restaurant. These were our first glimpses of our daughter and son: the girl was thirteen months old, the boy eight-and-a-half years, when first we saw them. We are the adoptive parents of "older children".

This past summer we had a home movie night on the sun deck of our Muskoka cottage. The program was largely reels of film we have shot of our own and our neighbours' children in that summer colony across the years. It was great fun; arguments waxed hot over just who some of those little people were; amazement was constantly expressed at how fast they grow and how quickly they master swimming, diving, canoeing, rowing and water skiing.

It was obvious that our children had not come there as babies, as had most of the others, but no one commented on it, not even the other children. When the films had all been run and shouted goodnights were echoing among the trees, one of the summer neighbours said to us, "You know, I had completely forgotten that your children are adopted. They are so much like you and so completely a part of the community that—well, it seems as though they've always been here."

That's what adoption should turn out to be. It is easy if they are babies when adopted. It is not quite so easy when they join you as older children. It is a long road, not always on easy grades and sunlit, but oh, such a fascinating highway of experience.

With us it all began when, after a dozen years of marriage, we had not become parents of the children we had wanted from the first. A visit to the Children's Aid Society brought us warm-hearted interest in our plight but a warning that we could not have a new born baby, since the man of the house was comfortably past forty, and, so we applied for an older child. We waited, hoped, prayed, sought for strings to pull; became exasperated, philosophical, cynical in turn.

First Child

Two years passed with infrequent contacts from the Children's Aid, and then one day came the call that told us they believed they had found the child who could use us for parents. We were to see her and "declare our intention of adoption" if we liked her. We were willing to take her sight unseen, but the rules said we must see her and she must visit in our home before action could be taken. We were told the address of the foster home, warned to park our car at least two blocks away and not to give our name.

When the door opened we could hear childish voices and laughter

Don Henshaw is on the Toronto staff of the MacLaren Advertising Co. Limited. Although he did most of the writing of this article, he wishes his wife's name also to appear because, he says, she had a major part in building up the happy family life that made these successful adoptions possible.

upstairs. We waited. And waited. Finally the foster mother returned; behind her, only the head appearing around the skirt, was that crown of blonde hair that grew in every direction. Toddling, unsteady, she came toward us, blue eyes searching, chubby legs swaying, little hands picking at the collar of a new dress that fitted too tightly around her neck.

We had been told not to pick her up, just to watch her. When the unsteady legs gave way, as frequently they did, it was a good excuse to touch her, to help her up again. It was time to go far too soon, and as we walked towards our car neither of us dared speak. But our hands touched and gripped in understanding, for this was our daughter, our thirteen-month-old daughter.

Settling In

There was frantic hurry in the next two days preparing and furnishing the room that would be hers, because they told us she could not come to call until that room was ready and she could see it.

We went with the Children's Aid lady to get her for that visit and were told to take no part in dressing her for the midwinter ride. She had been moved three times in those few months since she had been born and would instinctively resent anything that looked like another move with strangers. It seemed incredible in a child so young. But it was true. She fairly fought the Children's Aid lady while she was putting on the winter play suit. She cried herself to sleep in the car as we drove across the city.

She refused to have her things off when we reached our home, sitting stoney-faced on the worker's lap for over thirty minutes, resisting every attempt to interest her. Then through

the outside door burst a handful of neighbourhood children, to whom we were pseudo aunt and uncle, and with them a new puppy. Providence had a hand in that. The puppy and the excited children brought our baby off the worker's lap and in a few minutes there was a tugging at outer clothing the better to play with the pup.

When the children left she looked us over, toddled about the ground floor rooms and then stopped, looked long and searchingly at the man of the house, and suddenly put out her arms to be picked up. That did it. Now the bargain was sealed for time and eternity. Another day, another visit, and she had come to stay.

Today, as she does her share of ruling the household, we sometimes recall the worried frown that would appear on her forehead and that came and went for nearly two years after she became our daughter. No child ever had more love poured out upon her, but the proof of how a beginning of insecurity can only be slowly erased in even a child that young came the following summer when we packed to go to Muskoka. She saw her crib being dismantled and packed into the car. A few miles out of the city she began to cry and nothing would stop her until she fell into a troubled and sob-filled sleep of exhaustion. Only when that crib was installed in the cottage with her treasured woolly bed-mates in it, and she awakened each day for the first week to find us there just as we had been at home, did the worried little frown let up.

The only frowns we see these long years later are those that knit her brow as she wrestles with the problem of how to raise and train her parents.

Second Child

In those days the requirement was a two year probationary period. Once her papers of formal, final and complete adoption were in our hands we went back to the Children's Aid and asked for another child.

Carefully they explained that our problem had been compounded since the first visit over four years before. The man of the house had now reached fifty and the lady was past forty. If they found another child for us it would have to be much older than the little girl had been, and since it would not be wise to bring in an older girl, it must be a boy. We agreed. The lady, raised in a four-girl-no-boy family, had certain qualms but no hesitancy. The man, one of a four-boy no-girl family, had no qualms but some hesitancy based on worry over his lady's health and strength.

And so we waited again. Weeks. Then months. At last one day the lady from the Children's Aid came to tell us that all concerned at the Society had agreed on a boy who was eight-and-a-half years old. Could we face such a responsibility? Not many adoptions had been made at that age. There would be problems. We wanted to try. When could we see him?

It appeared that seeing an eight-year-old boy was somewhat different from having a look at a thirteen-months-old baby. We must see him without his knowing of our interest. So it was arranged that we would have lunch at a certain restaurant and that a C.A. worker would bring the boy there for a special treat and thus we could see him without his realizing someone might want to adopt him, for he had been in four foster homes since his own had broken up

and once he had almost been adopted. There must be no hurt to him if by any chance we might not want him.

We protested we would take him sight unseen. They were adamant. Rules were in order because time and experience had proved their value. We must see him before "declaring our intention".

We were early at the restaurant. The hostess had trouble satisfying our liking in tables. We couldn't tell her we wanted to be where we could be sure to see our son whom we had never seen. At last we saw the lady from the Children's Aid come through the door. Across the sea of tables and between the lunching multitude all we could see beside her was a top-knot of brown hair that marched along. The hostess took them to a table beyond a bending of the wall, completely hidden from us. We gave some excuse to a bewildered waitress and insisted on a table around that corner and so, at last, there we were only a table but one away from our new son.

The mop of unruly hair stood above a face loaded with freckles, the eyes alight with joy at having lunch in a restaurant with such a pretty lady, a straight and sturdy body, legs scratched from boyish adventure, hands stubby and nails bitten to the quick. These and so many others things we noted and remember to this day, but what we ate, if anything, was a mystery even then. We waited until they went out and then made a non-stop record to the Children's Aid offices to emphatically state our intentions.

We met our son officially a day or two later. He came to visit us a couple of times. The worker broached the subject of adoption to him

somewhere along the way. On his second visit to us she asked him if he would like to be our son. He favoured the idea. She asked him when he would care to move in. He thought the present moment was as good as any. So he came to stay the next day.

Temporary Difficulties

It would be a pleasure to end this article right there with the remark that they "all lived happily forever after." In all honesty we cannot. It was not all happiness. Is it in any family? We had picked up some problems along with those freckles. He was a mixed-up little boy. Too many homes, too many sets of rules, too many kinds of discipline.

It took us two months to realize that he could look at us with those big brown eyes, tear-dimmed, his mouth a-quiver, and lie with all the skill of a press agent. It took us even longer to realize that he was light-fingered—that he had had so little that in the midst of much he wanted still more. It took us even longer to realize that his constant boasting of what he had done in the other places was strictly from imagination, that he was trying to build himself in our eyes.

Progress

As one by one these problems entered our lives we were helped beyond reckoning by the people at the Children's Aid. Their practical experience suggested one idea after another to supplement our own, and we tried them all out. We had known from the first that much love and understanding and patience would be required to bring about a sense of security and oneness with the family. Discipline was needed, too, not a changing, wishy-washy set of rules

but a code of family living that all of us would abide by.

Another symptom came along. You know how boys oftentimes gang up on their best friends. Our lad was broken-hearted when he was left out of anything or given "the business" by the other boys. He would come in crying his heart out and saying, "They don't like me, they hate me!" Carefully we tried to show him that this could be overcome by getting them to respect him, by so acting that they would admire him, by so achieving things that they would follow him.

It began to work after the Cub Hobby Show when he copped five firsts—and the best any of the rest of his gang could get was one. It grew as he did well in sports at school. It blossomed when he took them all to the cottage with us one Thanksgiving and he went swimming in the icy waters and they only followed him because they didn't want to be "chicken". He is a leader now, not a pathetic follower to be pushed around. They've chosen him for their "Sixer" in his Cub Pack.

He didn't wet his bed once he felt free to ask all his pals into *his* house. He hasn't boasted about his past in a long, long time. He is too busy with the activities of today and the plans for tomorrow. The lies and the appropriating impulse got lost along the way. His school-teacher took enough interest in him to spend a day watching him in the contests at the Pony Club and in return he set out to bring a below-class-average up above the line. He did it.

A Real Family

When we go to church of a Sunday our little girl slips into the aisle seat beside us after her Sunday School

class is over. As the recessional starts we are all eyes for one boy in the choir as he comes down the aisle from the choir loft. The hair that was well slicked before he left for church is back in its familiar cascading top-knot again, but oh how beatific he looks in collar, tie and cassock. Mind you, she will poke at him or he at her as the choir passes our pew, but those freckles surrounding the

singing mouth are definitely angelic.

A few hours later, muddy or snow-covered, buttons off and dirty faced, they will come roaring in from their play in the park and with lusty voices shout, "When do we eat?"

Full of mischief, sometimes quarrelling, often sweet beyond the telling, loving and beloved, these are our children.

NATIONAL ASSOCIATION OF SOCIAL WORKERS (U.S.)

Over a span of some thirty-five years, up to 1955, seven professional social work associations, representing special fields as well as the profession in general, had grown up in the United States. Now these seven have become one, the National Association of Social Workers. In January 1956 the first issue of its periodical, entitled *SOCIAL WORK*, appeared as successor to the journals previously published by five of the seven national organizations. The new magazine is a beautifully produced quarterly and the first number contains articles on thirteen varied subjects, as well as book reviews and other features. *CANADIAN WELFARE* extends its good wishes to its new contemporary.

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THE WORK OF BRITAIN'S NATIONAL HEALTH SERVICE

By DR. J. G. THWAITES

THE services of hospitals and specialists, family doctor, dentist, sight testing, maternity and child welfare, home nursing and home help, drugs and medicines and ambulance transport—these could once spell for many people disastrous expense, or illness without proper treatment.

Yet anyone in Britain, rich or poor, can now have them free of charge (with small exceptions) and without social discrimination, from the cradle to the grave.

This is the practical meaning for Everyman and Everywoman of Britain's great social experiment in national health which has just completed its seventh year. No one is compelled to make use of the comprehensive medical services set up under the Acts which came into force in 1948, replacing existing services of much more limited scope and with fewer beneficiaries. But, in fact, 97 per cent of the population avail themselves of all or part of them.

Broad-Based Structure

These services are based on three great legislative measures. Parliament at Westminster passed separate Acts to establish a National Health Service for England and Wales and another for Scotland. The Service for Northern Ireland was set up by the North

of Ireland Parliament. Each of the three National Services is similar in scope and broadly so in administration.

How does such a Service work? We can see the general lines in the scheme for England and Wales. A glance at the structure shows that it calls on the loyal work of a host of men and women of very different types—civil servants, doctors taking part in it professionally, citizens of public spirit who contribute advice or management voluntarily at every level.

It is the Minister of Health's job to run the National Health Service, and he is, of course, responsible to Parliament. For day-to-day management the Minister has his Civil Servants, medical and non-medical, of the Ministry of Health.

To advise him on various aspects of medical policy the Minister has central unpaid committees to which he appoints men and women in active professional life and with special knowledge of the work with which their particular committee deals.

Below the central Ministry of Health, the Minister delegates the management of the three main branches of the service to various regional and local administrative boards, councils and committees throughout the country. The members of these bodies give their services voluntarily and are virtually the unpaid partners of the Minister.

Hospitals and Specialists

All the hospitals in the Service belong to the State, and are paid for

Dr. Thwaites is assistant editor of the British Medical Journal. We are indebted to the United Kingdom Information Services for making it possible for us to print this article.



A voluntary worker at a child welfare clinic weighs a young visitor and enters her weight on her record-card before mother takes her to see the resident medical officer.

out of taxation. Specialists are employed either full-time or part-time in one or more hospitals. A full-time specialist at the top of his salary scale gets £3,500 a year. Those who are specially skilled in their specialty may qualify for a "merit award". There are three grades of award, the highest having the effect of raising the normal full-time salary to £5,300 a year.

Working under the specialists in the hospitals are junior doctors—future specialists or family doctors being trained or widening their experience. Many of them are resident, and the full-time salaries range from £425 to £1,400, according to seniority.

Normally, all specialist treatment is centred in the hospitals, but in cases of serious illness the family doctor can call the specialist to the patient's home. All Health Service treatment in the hospitals, or at home when the specialist visits the patient there, is,

of course, free. But there are some private beds for fee-paying patients of part-time specialists, and the occupants of these pay full hospital maintenance costs and usually fees to the specialist.

There are also some beds available in single rooms or small wards to ordinary patients who wish to pay a small sum to ensure privacy. If privacy is needed for medical reasons there is nothing to pay for it.

Family Doctors

All but a handful of Britain's 20,000 and more family doctors work in the Health Service. Every citizen can choose his doctor, and may also change him at any time. There is freedom, too, on the other side, for the doctor is not compelled to accept a particular patient.

For each patient on his list a family doctor is paid a yearly fee whether he sees the patient many times or not at all. The basic fee is 17 shillings, but there is an additional 10 shillings for numbers 501 to 1,500 on the doctor's list, so that a list of 1,500 is intentionally relatively better paid than a larger or smaller one. Younger doctors also get extra payments to help them over the first few difficult years. No single-handed doctor is allowed a list larger than 3,500.

Family doctors practise from their homes or other premises they own or rent. Partnerships and group practices are encouraged as they make possible better surgeries and better service. More than half the doctors are in partnerships.

In the planning stage of the Health Service it was thought ideal that up to ten family doctors should work together in one building, serving a population of about 20,000, alongside preventive health services. But this idea has not so far been developed

beyond a few experimental health centres. A notable example is that of Woodberry Down, in London.

Control of Entry

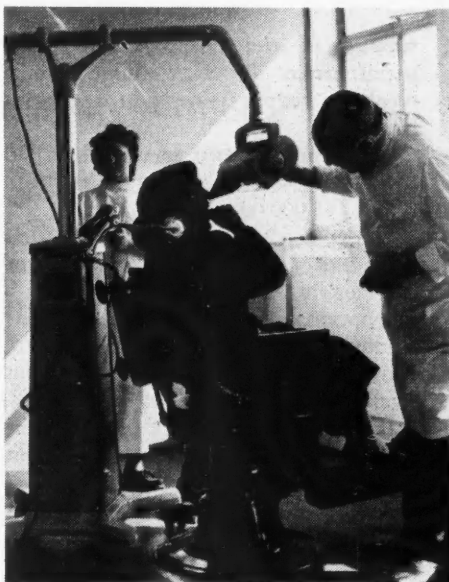
Naturally doctors prefer to practice in pleasant places, and the seaside resorts are more popular than the gloom of industrial areas. Under the Health Service, however, a family doctor may start only where there is an opening for him. If young Dr. "A" wishes to settle down at "B", he has to ask the Medical Practices Committee. If there are already sufficient Health Service doctors, the committee refuses permission to practise in the Service there. The young man may try elsewhere. This control of entry into practice is gradually serving its purpose of distributing family doctors more evenly throughout the country.

Drugs and medicines are free except for a one shilling charge to the patient for medicine ordered on each prescription form. The pharmacist dispenses the medicine and the State pays the bill (less charges paid by the patient). The gross cost (including the charges) was about £45,000,000 in 1953, or an average of about four shillings a prescription.

Local Services

Lastly, we come to not the least important of the three main sections of the Health Service. The local authority health services—so called because they are controlled by the locally-elected councils of cities, towns and counties—deal more with the prevention of disease than its treatment.

A full-time medical officer of health and his medical assistants staff this service. Under them they have trained midwives, who look after home con-



Modern X-ray equipment for dental work is installed at Woodberry Down Health Centre, London, a notable example of the grouping of doctors and medical services in one building to serve a large population.

finements; health visitors who will give advice in the home on health problems; and nurses to give skilled nursing to patients ill in their own homes.

Much sound health education is imparted by the medical officers and the staff at maternity and child welfare clinics, from which any expectant mother who wishes may benefit before her confinement and afterwards. At these clinics, too, babies and young children are vaccinated against smallpox and immunized against diphtheria.

Counting the Cost

Britain (England, Scotland and Wales) spent in all £487,000,000 on the Health Services in 1953-54, of which £414,000,000 was paid out of taxes. Over £280,000,000 went on the

staffing of the hospitals and their maintenance. It costs about £16 a week to keep a patient in a general hospital.

The family doctor service absorbed some £58,000,000, and the drug bill some £45,000,000.

Added to this was the cost of dental treatment (£24,000,000) and preventive health services (£22,000,000 from the national Exchequer and a similar amount paid from local rates), and administrative costs and other items swallowed up the little that remained.

If the Health Service is to do its job, its budget must increase even more. The hospitals are overcrowded and understaffed, and the buildings sadly in need of repair and modernization. National commitments of greater priority in the war and post-war period have stood in the way of work on hospitals, and there is conse-

quently much lee-way to be made up now that hospital building is starting again.

Moreover the staff position has not been easy with the coming of full employment. On the other hand, the demand for the services has increased. And who knows what expensive treatment science will discover tomorrow?

But no price can be put on the value of health. To the individual, health is priceless, and its opposite, ill-health, is costly in money and suffering. What it is to an individual so it is to a nation, and therefore a national health service is an investment.

The problem is how to organize national expenditure on health so as to bring the maximum dividend. Different countries have different solutions. Britain has done it this way.

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PUT YOUR VALUES IN ORDER

By NANCIE STEWART

I KNEW that the Volunteer Social Work Aide course would be interesting and that is why I made room in a crowded schedule for it. I thought the course would deal with the organization and development of social agencies.

To my astonishment and delight I found that it was a basic orientation in ethics and psychology. Now I realize that to tackle even the most limited social work without an understanding of its fundamental philosophy would be building a house on quicksand.

Certain basic concepts crystallized for me in this course. Like all truths, once they had been developed for me they appeared self-evident. Surely I must always have known them! Now I don't believe I shall ever forget them.

From the many ideas I gained in this course, three seemed all-important to me. Briefly they are: (1) the worth of every single human being; (2) the motivating and healing power of self-determination; and (3) the necessity to know oneself.

On these three concepts modern social work seems to rest. I believe that every successful life probably rests on the same foundations.

The Dignity of Man

The idea of the worth and dignity of every human soul stems directly

from the Judaeo-Christian tradition, and is the keystone of New Testament teachings. St. Paul says in his letter to the Galatians, "All the law is fulfilled in one word . . . thou shalt love thy neighbor as thyself".

Now, certainly, if one is commanded to love his neighbor, his neighbor is worthy to be loved. This neighbor doesn't have to be rich or good or even pleasant. If he is a human being, God made him, and we should reverence in him the humanity that came from God.

Social work says the same thing in another way. Gone are the days when only Dickens' "deserving poor" were worthy of help. Now need alone determines eligibility for aid, and moral censure has no place in this assistance. Again the Bible: "Let him who is without error cast the first stone".

It is strange and wonderful that this very sophisticated psychological system should have been developed by the Hebrews during centuries of hardship and oppression and brought to its ultimate fruition in the Roman Age of undiluted materialism. The persecutions of the Jews and early Christians could easily have produced a Nietzsche-like drive to power philosophy instead. Modern psychology, although it does not use religious

This article has been reprinted at least once already, and when we saw it in the September-October 1955 Junior League, published by the Association of Junior Leagues of America (which had reprinted it from The Observer, New York League), we wanted to reprint it again—you will easily see why. All parties concerned gave enthusiastic approval. The Volunteer Social Work Aide course referred to was given for the New York Junior League at the New York School of Social Work.

terminology, seems to re-state a good portion of these ancient truths.

Self-Determination

As a corollary to the dignity of man comes the concept of self-determination. If every man is worthy of our sympathetic interest and support then we must let him know this. We must help him to reinforce or to rebuild his own confidence and self-esteem. What better way than to leave the disposition of money grants to his own judgment, to help him sort out his problems, and to let him reach his own solution of them?

Self-determination in psychological and material affairs is regenerative; arbitrary decisions and doles are medicine given without diagnosis: at best, a temporary crutch; at worst, killing.

We may have smiled at Oriental people's preoccupation with "face saving". Long ago they realized that if you stripped a man of dignity, you might as well write him off. If you take self-determination from an individual, provided of course that he is mentally capable of exerting it, you rob him of his dignity and hence, in most cases, his worth.

Social agencies used to be the last-ditch handout of money or supplies, just enough to keep soul and body together and, by moral conviction, no more. Now social work has swung right away from this finger-in-the-dyke philosophy to a dynamic rebuilding, rehabilitation program. At the core of this entire creed lies the concept of man's importance and worth and hence his right to self-determination.

Physician, Heal Thyself

The third idea that has most impressed me in this course is that to

help others, one must first help himself. That means he must iron out some of his own mental quirks or at least understand why he feels as he does. A social worker whose father was an alcoholic and whose attitude toward drinking may be unbalanced had better not work with an alcoholic client until she has freed her own mind of prejudice.

If we want to help another or even to be liked by others, we must not project our own anxieties and prejudices on them.

The Volunteer Social Work Aide course has been invaluable to me. I wish that just such a course could be mandatory in the senior year of our colleges. It would send our young people forth to their jobs or to their marriages with their values in order.

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PUBLIC RELATIONS IN INDUSTRY AND SOCIAL WORK

By ROBERT A. WILLSON

I'm very much afraid that the concept of a public relations program which many of us hold is that we first form a publicity committee, and the publicity committee's job is to rush down to the nearest newspaper and tell the breathless world about our plans. So little forethought and such great presumption!

Every social worker here tonight will agree with me very strongly that a person listens to another only in terms of *his* own needs, only in terms of his own desires and wants and interests at any one time. You just can't appeal to the other fellow in terms of what *you're* interested in. It is a psychological impossibility. Yet we forget it daily. We forget it in our everyday contacts, even with our own associates. And that forgetfulness is the single greatest deterrent in the way of good public relations.

Well, let's talk about public relations in the only effective sense: winning a favourable attitude for the reception of our ideas. Getting our ideas across comes later.

Now where any group of people work together, whether business or not, I would suggest that there are several steps of a public relations effort to consider.

The first is the chore of creating a group consciousness: defining and sharing a sense of identity, of cor-

porate personality, within our own organization.

The second—in order of priority too—is listening to the community for cues.

The third is realizing that we must persuade rather than tell—and in character.

The fourth is the task of identifying ourselves with the community in which we live and work.

The fifth—and the last in priority—is the cultivation of acquaintance with media through which we hope to present our story to the general public.

Creating Group Consciousness

Well, how do we create this group consciousness, this sense of group personality? I think there are three things that we must do. The first of them—and we often bypass this in social work as well as in industry—is to define the purpose of the enterprise in which we are engaged.

If, for example, we are making shoes, who are we making them for? Will our product be a low-priced shoe or a high-priced? For Ontario consumption or a national product? Are we going to go into business to undercut somebody else who is already there? What is our field of competition? Is the need which we anticipate filling already filled in part by someone else?

The author of this article is director of personnel and public relations for General Foods Limited. He is also president of the Ontario Welfare Council and a member of the Canadian Welfare Council's Board of Governors. The article is adapted from a speech given in November 1954 at a public relations institute sponsored by the Toronto Branch, Canadian Association of Social Workers.

I suggest that we often bounce into business, whether shoes or social work, on the strength of an emotional decision, without proper assessment of our real reason for existence and our relationship to other people in the same line of endeavour.

Perhaps right today in some community in this country a very well-meaning citizen has decided that there is a pressing need for a home for sickly saxophone players. His zeal and enthusiasm may inspire a tremendous community campaign, and only some time afterwards will everyone discover that this job is already being done in two or three other ways or need not really be done at all—and public interest tragically but inevitably dies out.

So let's get clear in our own minds at the outset what we are trying to do—and I don't mean just in the mind of the chief executive of the organization either. The purpose should be shared with every member of the organization—definitely including the switchboard operator and the elevator operator. You're simply not going anywhere with a public relations effort as long as your own organization doesn't fully understand, and I say "Understand" in the full sense of the word, why your agency or business is operating.

And that brings us to the point of creating group consciousness—the sharing process.

This sharing can take many forms. For example, in industry we use employee handbooks containing something of the history of the company, when it was founded and why; what its early products were and—this is desirable—something of the philosophy of the original founders of the enterprise, something of the dreams which inspired them to go into busi-

ness, which can be still inspiring to the sharer fifty years later, and particularly to the person newly committing himself to the association.

Let's turn the coin. When we joined the organization with which we are now affiliated, were we made to appreciate the full significance of our move? Did the executive purposefully share with us something of its desires and ambitions? Was there any conscious program which made us one with the group, in a hurry, so that our full potential could be realized soon instead of months or years later? Looking back, do we wish there had been?

Industry is beginning to spend a lot of time on this area of induction, believing that if we can bring a person into the group with full understanding of the group's purpose, then he will be more immediately a contributor—and a useful business citizen.

But quite apart from induction, I suggest that it's necessary, every so often, to set aside time for deliberate sharing of information and ideas and ideals with people on your own level, people above you, and people beneath you.

We would probably find that case-workers in a welfare agency have a unique and distinct interrelationship separate from the rest of the welfare agency. They also have a definable relationship with their chief executive. They also have a definable relationship with their staffs. And all three areas of relationship must be cultivated.

I think we have all too few meetings for acquaintance and far too many meetings bound by rigid agenda—usually laid on by the senior person—and there isn't sufficient of the listening to one another that develops understanding and a sharing of philosophy.

It is true that there are chairmen who assess the value of meetings in terms of the number of elapsed minutes. They don't measure in terms of understanding or developing acceptance or group identity. But surely in the field of social work, of all places, we can develop the kind of meeting which breeds understanding and common acceptance of philosophy.

The next important step in the creation of group consciousness is to challenge the group as a whole with a particular objective from time to time, an objective within the framework of the total purpose. For example at the plant with which I was associated in Hamilton, a couple of years ago within the general purpose of building automobiles we accepted the immediate challenge of the Winnipeg Flood Relief Fund, and were able to say, "Here is an objective which we can all share". The spontaneous response swelled sufficiently that a thousand people there raised \$16,000 in about three weeks' time. You see, the experience of "catching fire"—together—and winning—together—is urgently needed to give inspiration, to give purposefulness.

In perhaps a less dramatic way we find from time to time that it is necessary to bring the entire management group together and define temporary targets and objectives which are specific, within the total framework of manufacturing, advertising, distributing, and so forth.

Perhaps we can do that in a welfare agency. Perhaps we should together decide that "for the next three months we are going all-out to improve the relationship between our caseworkers and their clients". That may be a silly example, but the

focussing of the attention of all your people on a specific objective—and consciously accomplishing it—will do wonders for your group personality.

You're seeing that happening right today (1954)* in Toronto in the Community Chest "Close the Gap" Campaign which I think is the finest thing that's ever happened to Toronto in Community Chest history. It's specific, and it's a wonderful opportunity to make Toronto as one. Just as the Van Wagner's Beach disaster did for Hamilton. Everybody there was out with shovels, or coffee cups or whatever weapon they could grab, to do something about a specific challenge. Ladies and gentlemen, I suggest that we can't wait for challenges to happen. We must create them—periodically.

Well, there's our first area—creating group consciousness. Do you realize that we're also beginning to build a story worth telling the public?

Listening for Cues

But if we're ready to communicate, I think the first thing we have to do is not to talk at all but to listen. Perhaps nowhere in industry is this lesson brought home to us more sharply than in the adventure of communication which confronts us regularly, the handling of employee grievances. If we rush in to solve the problem, to apply the therapy—to tell—before we have fully listened, heard, and understood, our opportunity to achieve understanding is gone. I know it happens in social work, too! I think it was Gandhi who said "God himself dare not appear to a hungry man except in the form of a loaf of bread". Our message will succeed only if it is given in terms of the interest of the receiver.

*The slogan for the 1955 Campaign was "Repeat the Feat"—and they did.

Failure-to-listen has cost industry many millions of dollars. Hardly any of you would be old enough to remember the 1934 Chrysler Airflow clearly, but you may vaguely remember it as a kind of a hump-backed affair with a flat front and a sloping back. It was the dream car of Walter P. Chrysler, one of the greatest engineering geniuses of our time. He developed that automobile believing that it would set the pattern for the automobile industry from then on, but it was a dismal failure because people weren't ready for it. He failed because he didn't listen first.

We must find out what is important to the community that we want to influence. We find out who the opinion leaders are. What is Toronto, or Ontario, or the immediate locality concerned with at the present time? Is it parks improvement? Is it a drive for University funds? What is our public excited about right today and now? It might not be what we have to talk about at all, but there isn't any sense in talking about our interest unless we can identify it with theirs.

Persuading, Not Telling

The fundamental thing, therefore, is to make sure that we know what the other fellow's interest is. Then we still don't start to tell. We start to persuade. Do you remember the classic fable about the fellow trudging across the country with an overcoat on, and the argument between the wind and the sun as to who could get his overcoat off first? There was a small bet on the side, I presume. Having first turn, the wind blew with all his might—and the fellow simply turned his collar up and hunched down into his coat. The more the wind blew, the tighter he drew the coat around him. So the

sun said, "Well now, let me have a chance," and he began to beam on him. Under the warming rays of the sun the man loosened his coat. The sun poured on a little more warmth and the fellow just took off his coat and walked without it.

So in telling we have to persuade. We have to wait for the other fellow's understanding to catch up with us.

I suppose there is no more fundamental rule in the art of persuasion than to do so *in character*. For example, do you remember the last time you received a letter from someone you've known for quite a while, that didn't sound like him or her at all? Did you find yourself going back and re-reading, looking between the lines, and then looking back again for an explanation? You're not even looking at the words, you're listening to the person, and because he or she has written out of character, you are completely confused. The message that is being conveyed is meaningless.

Turn it around the other way. You are writing to a person whom you know intimately. Notice how easy it is. You just scratch off a few lines and you don't even give it a thought. But if you are composing a letter to someone you've never met, that's a different thing. Now you tend to become a bit stilted. You're careful; you're formal. I don't think this rule was ever brought home better than in a delightful story by James Thurber.

It concerned a little bookkeeper, an elderly fellow, who had been on the job for about forty years and who felt that he was the keystone of the institution. He kept his own handwritten records. He knew where everything was in the file. If anybody

wanted to know where anything was, he could name the file number, the date the letter was written. Irreproachably reliable, he was dignified to an extreme. This was his character and everyone in the office accepted him that way.

And then the boss brought in a female efficiency expert who began to upset all his files, to prescribe new ways of doing things—and he conceived for her a most searing hatred. Then when she began to undermine him with the boss, he felt that the time had come for action. So he went to her apartment one night actually considering killing her, but was suddenly possessed by a fiendish idea. When she answered the door, he simulated drunkenness and tried to force his way into the apartment and embrace her.

She was thunderstruck for moments—then screamed for the police. He ran out the door with his hat on one side, muttering drunken oaths, and went on home.

She could hardly wait to get into the office the next morning, and rushed to the boss to tell him what a desperate character he had as a book-keeper. To make a long story short the police took her away screaming because the boss could only conclude *she* was mentally deranged.

You completely confuse when you are out of character so I suggest that in industry and social work, study your own relationship with the people to whom you are going to talk and talk to them *as they see you*.

Belonging to the Community

Our next area is that of community integration. We have created our group consciousness. We have begun to listen. We appreciate that we can only persuade in character. We are now ready for our attempt to identify ourselves with the community. I suggest that our first step in this direction is to consider the groups which lead public opinion and what part of us they may find of interest. In every case, it is really a matter of addressing our message in terms of the direct interest of the receiver. We can't compromise on this fundamental.

In Hamilton social planning, for example, we wanted to tell our Red Feather story to school children, but decided not to do it like the wind and blow on them. We thought the sun approach was a little better. So we asked a group of teachers to meet with us to explore the problems they have in conducting their social studies. For several weeks, we didn't say a word about Red Feather or Community Services, though we learned a great deal from our friends—and it was tough at first.

Eventually out of that acquaintance came a "teacher and social workers community services committee" which set up a book which became a guide for social studies for all grade school teachers; and the Red Feather story was told in terms of the teachers' needs, satisfying both of us.

So with doctors. When we met

The United Nations Economic and Social Council is sponsoring a Conference on Maintenance Obligations to be held at U.N. headquarters, New York, on May 29, 1956. Inquiries should be addressed to U.N. headquarters.

with them we talked to them for several weeks about their interest in public health. Out of it came a speakers' committee in which several doctors, flying the Red Feather, are talking to groups around Hamilton about public health measures. And so on.

One of the most startling things that we learned from an institute on public relations which we held at Hamilton a year ago was the rather general feeling of staff people that social workers did not act as part of the community, but rather as on-lookers passing judgment and assessing what the community was doing. In trying to be clinically objective about the community they were becoming separated from it. Now, if we are going to influence the community, then we have got to be part of the community as citizens.

I think if we want to influence people we can do so only by becoming part of the group we are with at the time. I'm afraid that we all too often think of our professional tags as badges rather than as opportunities.

Now for the Newspapers

Now finally, our use of media. And this takes us back to where we came in. So often we decide that we are going to put on a publicity drive and immediately head for the newspaper office. I'm sure that you'll agree with me that we've actually heard people say that the press is the first tool of public relations.

Just try saying that to a bunch of newspaper editors who believe that they are primary builders of public opinion and faithful reflectors of it; that they are builders and guardians of the community itself and have as much stake in the shaping of the community and its affairs as anybody.

Are we going to tell the editor how to run his community? Will he be happy about it? Will he be happy about our telling him that our particular bit of news, which is one of something like 4,000 items which cross his desk on any one day, is more important than the other 3,999 items in terms of community interest? Or do you think he'll want to decide that for himself?

I suggest that the managing editor and the radio station manager are two of the most important people in any community for us to know, and whose advice and counsel we need long before we ask them to tell anything on our behalf. Expect *them* to be the judges of the newsworthiness of what we are doing. Let them help us to become newsworthy by seeking their counsel on what we can do, in *their* opinion, in terms of community service. If we haven't tried it before, we'll be surprised how well informed and how public spirited the editors and the radio managers are.

In the cultivation of any medium whether it be press or radio, or magazines, whether it be an "open house" or whether it be the use of some other company's facilities, our first approach must always be that of becoming acquainted, or finding out what the people affected are interested in, and what *they* would like *us* to do.

If you are with a newspaper editor long enough he'll give you a list of things that he thinks any social worker ought to do for his—and your—community. You can certainly select one of them which happens to be close to your own heart—but give *him* credit for suggesting it. He'll begin from that point on to be interested in what you have to offer

because he'll have a stake, a vested interest, in your progress. You've accepted his advice.

But I urge you to earn that acquaintance before you ask him to do anything—even give his advice.

Well, we've talked about defining our purpose and personality, listening for cues to talk about it, winning acceptance through persuasion rather than telling, identifying ourselves with community needs—and earning the support and good-will of the usual media of public expression.

I believe that in the social work field we have found (and I say “we” because I've been so close to it over the past ten years or more), and we can find, constant inspiration for our efforts. Regardless of the frustrations—and I think it was Thurber who referred to the “tired fatalism of a

social worker”—and in spite of the disappointments, every so often there is one shining example of understanding breaking through, and we *know* then that our service to the public is good: one shining sudden realization that, partially through our efforts, some person has been restored to self confidence and purposeful citizenship, somebody has regained faith in himself.

I think that people in the community who have not had it may envy the social worker such a priceless experience. I hope for you that you will have many more such experiences and that you will be able to share them, for this is the stuff of which social work is made, and through which the vital excitement of its story to the community must be told.

Civil Service

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Executive Director
Kitchener-Waterloo Family Service Bureau
20 Queen Street North
KITCHENER, Ontario

WHAT THE COUNCIL IS DOING . . .

Alas for the fallibility of human knowledge! Last issue, we announced with certainty that the official opening of the new building would take place on February 14. Now we must sadly admit that the event has had to be postponed.

As the original date set for occupancy was October 25, it is hardly surprising that the Committee on the Opening of the New Building and the Board of Governors accepted assurances that it would be safe to set the ceremonies for February 14. Even when completion was postponed until the first week in January, all seemed well. Then suddenly the blow fell. We don't understand these matters of construction but it appears there's been an unforeseen hold-up about windows.

At the moment of writing it is 22° below zero in beautiful Ottawa, the Tulip Capital of North America. So we heartily agree with the need for windows before the Council can move to its new headquarters, much less receive guests there. Fortunately, the word came just in time to stop the printing of the formal invitations. Moving day is now set for March 1, and the date of the official opening will be announced as soon as arrangements of the formalities can be completed.

One advantage at least of the delay is the further opportunity it will give to open a new building unburdened by debt. The Building Fund is still some \$12,000 short of its final objective. Donations and pledges will be more than welcome at 245 Cooper Street, payable to the Canadian Welfare Council Building Fund.

Tied in with the opening of the building was the Program Confer-

ence at which representatives of the various sections of the Council will discuss program and priorities in relation to needs. A new date for this meeting will shortly be set.

Board of Governors

January 12, the date of the Board Meeting in Winnipeg, got the deadline for this column squarely on the nose. So a report must be held over until the next issue.

The Divisions

Community Chests and Councils

The CCC Midwinter Meeting in Winnipeg was a great success. Over 100 people attended and there was much good discussion and interchange of ideas, of which more anon. The chief address was delivered by Professor A. S. R. Tweedie, Director of Adult Education and Extension, University of Manitoba, on the Conference theme, "Balancing Community Needs and Resources". The summing up at the close was by Mrs. Gordon Selman of Vancouver, a Canadian Welfare Council vice-president and formerly president of the Vancouver Chest and Council.

The Ontario Workshop for community chests and councils in small and medium-sized cities, sponsored jointly by the Division and the Ontario Welfare Council, took place in Oshawa on November 23. It was attended by 60 people from 10 communities, including representation from the newly organized Welfare Council of Sudbury.

The opening address, on "What Have Chests and Council to Offer the Smaller Communities?" was given by E. I. Birnbaum of Guelph; and Arthur Pigott of Toronto spoke at

the luncheon on "Do We Promise More Than We Can Deliver?" Titles of the concurrent sessions in the morning were "Campaign Organizing and Canvasser Methods," "Telling Your Story" and "When Is a Community Council Effective?"

In the afternoon there were interesting demonstrations on the use of new techniques for training of canvassers and the production and use of film slides for general community meetings. The excellent short film "The Community That Cares", produced by the T. Eaton Company of Canada, was also shown.

To wind up the proceedings there was a panel discussion and question period on the theme "Judging Community Needs, Appraising Services and Budgeting", followed by discussion of "Where Do We Go From Here?", an examination of the value and future of the Workshop. All agreed that the experience had been most helpful and should be continued next year.

Delinquency and Crime

The Committee on the Revision of the Juvenile Delinquents Act chaired by David A. Robinson, Q.C., of Hamilton, completed its work in December. The final report is to be submitted to the Division's National Committee and to the Canadian Welfare Council's Board of Governors before forwarding to the federal Department of Justice. This is a task in which there has been truly nationwide participation by Council members and other interested agencies and individuals.

The full report, a lengthy and technical document, is available on request. Its chief recommendations are: that the federal government call a conference of interested people to help frame the revised Act, a pro-

cedure followed when the Act was revised in 1928; that the federal government proclaim the Act throughout Canada so that it will be immediately applied everywhere; and that a uniform maximum age of 18 for Canadian juveniles be established instead of the present provincial variations.

The other interesting Division development is the decision of the Committee on Training Schools to sponsor a three-day conference of training school personnel in the autumn of 1956. The Committee is at present carrying out a survey of standards and needs in training school procedures.

Family and Child Welfare

As an important part of the Division's study of the Functions of a Family Agency, a committee has been set up to examine those functions in relation to public welfare agencies. It is centred in Ottawa under the chairmanship of Miss Florence Christie, Executive Director of the Family Service Centre of Ottawa, but it will have corresponding members across the country. Apart from its contribution to the Division's work this committee may also make an important contribution to the broad study of public-private relationships that the Council is considering undertaking.

An interesting example of the influence of the Division's bulletin *Concerning Families and Children*, has come to us through the press clipping service. A Prince Edward Island newspaper used bulletin material on adoption as the basis of an editorial on the need for a provincial department of public welfare rather than in combination with health, as at present. Whatever the merits of this particular proposition, it is good that Council publications should be thought-provoking.

Public Welfare

Another matter that has brought the Council to the fore in the press is the release in Winnipeg of the survey of that city's Public Welfare Department. Carried out by Mr. Patrick, Secretary of the Public Welfare Division, the study included recommendations that have caused a lot of comment in the Winnipeg press. The City Council accepted the report and is taking steps to implement its major recommendation, the appointment of a Director of Public Welfare to reorganize the Department.

The survey of the Ottawa Social Service Department, also being undertaken by Division staff, is now well under way and the report is due at the end of March. In view of the large amount of time having to be devoted to it, the Division's committee to study the problems of homeless men will not be established until the Ottawa project is completed.

Recreation

The Division has completed its study of the proposed Canada Council Act and a letter has been sent to the federal government re-emphasizing the stand taken in the Division's 1950 brief on this subject. Basically, the Division's view is that the Act should interpret culture and recreation in their broadest sense: a drama club in a community centre, for example, or an art class in a settlement being as important as the local Little Theatre Group or Lyric Society.

The Division has established a committee to produce a pamphlet on the principles involved in planning recreation buildings and listing the resources available for help, both people to advise and plans to consult.

The National Committee is also already planning the agenda for the

Division's Annual Meeting in Edmonton next June. One of the items will be discussion of establishing regional committees of the National Committee. An approach is being made to provincial public recreation staffs suggesting an inter-provincial conference during the Edmonton meeting.

Committees

Aging

The executive of this Committee met on November 18 to discuss plans for approaching a suitable foundation for a special grant to increase Canadian Welfare Council staff service in this field. Its suggestions will now be cleared with the Council's Finance Committee.

The executive was pleased to learn that its French Sub-committee has now established three sections under the following chairmen: Quebec, Jacques Magnan, *Conseil des Oeuvres*; Montreal, Réal Rouleau, *Société Service Social aux Familles*; Ottawa, Madame W. O'Regan, chairman, *Comité des dames auxiliaires de l'Hôpital St-Vincent*. All three sections are now working on the possibility of a French version of the Council's publication *Everyone Grows Old*.

Mr. Patrick, the committee's secretary, has recently brought back valuable information from meetings he attended in the United States. During the National Biennial Round Table Conference of the American Public Welfare Association in Washington, he was vice-chairman of a special session on "Care of the Aged - Home or Institution?" The chairman was Clark Tibbits, chairman of the Committee on Aging, U.S. Department of Health, Education and Welfare.

The APWA conference was on the occasion of the silver anniversary of the organization's founding in 1930. A few days later in New York, Mr. Patrick attended a meeting of another Committee on Aging, held in conjunction with the tenth anniversary meeting of its parent body, the National Social Welfare Assembly. A wide variety of reports from agencies, both public and private, on the care of the aging were presented and discussed.

The Committee also saw the New York première of its film *A Place to Live*, which the Executive of the CWC Committee on Aging had already had the privilege of seeing. This excellent 25-minute film on the need for improved standards in institutional care of the aged will be available for rental through the Canadian Film Institute, 142 Sparks Street, Ottawa, probably in September.

French Commission

Chief business at its meeting on November 5 was discussion and support of the proposed merger of the Delinquency and Crime Division with the Canadian Penal Association, and recommendations to that Division on its draft report on revision of the Juvenile Delinquents Act.

While the Council's French-speaking members of course play their part in every division and committee, the Commission performs a valuable overall task in relation to all sections of the Council. It also carries a good deal of responsibility for promoting French-speaking support of the Council, financial and other.

The meeting received an encouraging report on corporation giving to the Council's current budget, but agreed that much more needed to be done. High on the Commission's

agenda is the task of making the Council better known among French-speaking Canadians. As one aid to this, a French translation of the Council's new membership folder is now in preparation.

The Commission stressed the use of *Bien-Etre Social Canadien* as a method of promoting knowledge of the Council. The Editorial Board is working hard to increase circulation, and 49 papers, including both dailies and weeklies, are now giving free publicity to each issue of the magazine. The last number (November) of *Bien-Etre Social Canadien* (which is the French sister of *Canadian Welfare*) was particularly interesting. Devoted to family life, it contained articles on family disruption, the family court, and on the role of the family agency and of the Council's Family and Child Welfare Division in strengthening family life.

Field Trips

M. Wallace McCutcheon, the Council's President, met with Board members of the Community Chest of Greater Vancouver at an informal lunch when he was in that city recently. They discussed program and problems of the Canadian Welfare Council and its relations with the Chest and other Vancouver agencies.

The Executive Director attended the American Public Welfare Association meeting in Washington and the National Social Welfare Assembly meeting in New York. At the former he participated in a panel on International Welfare: The Impact of Industrial Change, the theme of the 1956 International Conference of Social Work at Munich.

Quite fittingly, Mr. Davis then spent part of his time in New York discussing technical assistance and other social welfare matters with

Canadian Welfare

members of the United Nations secretariat. There are many problems both for Canadian social workers going on assignments abroad and for foreign workers studying here under United Nations fellowships, and the Council, which has recognized its own international role, cannot but have an interest in them.

Miss Murphy of the Family and Child Welfare Division is at present on a western trip which will include Victoria, Vancouver, Edmonton, Calgary and Lethbridge. Miss Guindon (Family and Child Welfare Division) has continued her work in the Province of Quebec, recently visiting Chicoutimi and Quebec City.

And Dr. Govan spent a day in Barrie, Ontario, to help the Children's Aid Society of Simcoe County plan a year-long staff development program through staff meetings and institutes with special leaders.

Strictly Personal

The whole Council staff—and particularly the magazine stalwarts—are at present basking in reflected glory from our Editor. In case you haven't heard (and let's hope the Ed.'s blue pencil lets you hear now), Mrs. King is the proud mother of a Rhodes Scholar. Tony will go to Oxford this autumn after a truly brilliant career at Queen's where he is taking a degree in history as well as engaging in all kinds of worthwhile extra-curricular activities.

When urged by a congratulatory crowd to explain how one gets to have a Rhodes Scholar for a son, the Editor commented briefly and characteristically "Well, I think—mostly—you just love them and leave them alone."

The Perils of the Press

As we put this column to bed, the Executive Director is sadly meditating on the boners that can be pulled by even the best regulated press. Mr. Davis gave an interview in Winnipeg where he was correctly quoted as defending the inclusion in community chests of such agencies as the Young Men's Christian Association and the Boy Scouts which charge fees for some of their services to help close the gap between income and expenditures. He suggested that the fee system might quite properly be extended to other services such as family counselling (for which, indeed, they are already established in some agencies) and for adoptions.

The original news item also said "Objection to these institutions receiving Red Feather donations is 'a hangover from depression days when our activities were mainly in the relief field'." Out came a news-agency re-write which had Mr. Davis *objecting* "to these agencies receiving Red Feather donations". Telephone and telegraph wires hummed from Vancouver to the Atlantic with Chest executives demanding what he thought he was up to! A call to the news service of course produced immediate apologies, and a correction was issued which it is hoped will reach as many readers as the original error.

Says Mr. Davis, ruefully, "Misquoting is all in the day's work, but a complete reversal of what I've said is something new in my life". He is still wondering if he'll ever be allowed to darken the doors of a Y again.

P.G.

A C R O S S C A N A D A



PARLIAMENT HILL

The Speech from the Throne at the opening of Parliament on January 10 announced no major social welfare legislation except what is necessary to implement the program for sharing the costs of assistance to unemployed persons in need and not eligible for unemployment insurance benefits. There are, however, some items in the legislative program that are of direct social welfare interest. The Government is asking Parliament to amend the National Housing Act to increase assistance for the re-development of older sections of cities "to their best use" (which may not necessarily be for housing), and to increase the amounts of loans available for home improvement. Revision of the Indian Act, the Canadian Citizenship Act and the Small Loans Act is also on the program for the session.

The proposal in the Speech that has caused most surprise and gratification is the plan to introduce a bill to provide that women receive equal pay with men for equal work in industries which are under federal jurisdiction. This gives long-needed recognition to women's contribution to the nation's work. Three provinces already have legislation for equal pay for women. Labour is, of course, mainly under provincial jurisdiction, and further provincial action would be necessary to make the

equal pay principle applicable throughout the country.

Hansard for January 11 published as an appendix the draft agreement respecting unemployment assistance submitted on December 19, 1955, to all the provinces except Nova Scotia, and also the draft agreement submitted to Nova Scotia. The latter differs from the other in that the basis on which the federal share of unemployment relief is calculated is .30 per cent of the population of the province in the first year of the agreement, .35 per cent in the second, .40 per cent in the third and .45 per cent in the fourth and subsequent years. The basis for this calculation in the draft agreement sent to the other provinces is .45 per cent of their populations.

There has been widespread disappointment that nothing was said in the Speech from the Throne about the establishment of a Canada Council. The Report of the Royal Commission on National Development in the Arts, Letters and Sciences had recommended in 1951 that such a Council should be set up. On January 12 the Prime Minister said in the House that the matter had been given careful consideration but the Government had come to the conclusion "that this was not the opportune time to bring that legislation before Parliament." • • •

On December 2, 1955, a Royal Commission was appointed to study all aspects of Canadian television and sound broadcasting. Members of the Commission are R. M. Fowler, chairman, James Stewart, and Edmond Turcotte. The Massey Commission had recommended in its Report in 1951 that a reconsideration of television broadcasting in Canada should be undertaken by an independent body not later than three years after the inception of TV programs in this country. The new Commission is charged with this task of reconsideration, but its terms go further and include such matters as financial requirements of the CBC for both radio and television broadcasting, management and source of the CBC's finances, licensing and control of private radio and TV stations. There is also a general clause in the terms of reference that instructs the Commission to report on other matters that it considers important. Broadcasting, whether by TV or radio, whether by public or private bodies, has many implications for popular education and entertainment and the deliberations of the Commission will therefore be of interest to people concerned with social welfare. The first meeting of the Commission was held on December 23. Hearings are to be held in several Canadian centres. Briefs should be submitted to the Commission before April 15, and after that a program of hearings will be worked out. Meanwhile the Commission is initiating a number of studies of its own. • • •

Governments of all ten provinces have indicated their intention of attending and participating in the discussions on the resumed meeting of the Inter-governmental Committee of Health and Finance Ministers scheduled for January 23. (The meeting

will be over before this appears). The Committee was set up at the time of the Federal-Provincial Conference in October, to discuss proposals put forward at that time by the Prime Minister, and also any alternative proposals the provinces might wish to suggest. The agenda for the meeting late in January included such matters as the components of a health services program, projected costs, methods of financing, administrative aspects, and priorities in the development of the various services. • • •

The special commission studying Canada's remission service, under the chairmanship of Mr. Justice Fauteux, is expected to report shortly. The joint committee on capital and corporal punishment and lotteries will be reconstituted during the session; it will not hear further evidence but hopes to report by spring. • • •

Efforts are being made by the Employment Service of the Unemployment Insurance Commission, in co-operation with employers and local groups, to stimulate winter work and thus ease the seasonal unemployment situation. The Commission has arranged for at least one officer at each regional office and in each local office to be responsible for dealing with all matters connected with the campaign against seasonal unemployment. The Minister of Labour has received from all the chartered banks an assurance of their cooperation in regard to promoting home improvement loans in conjunction with the campaign. The Prairie Farm Rehabilitation Service of the federal Department of Agriculture is arranging for as much winter work as possible on water troughs, community pasture care, renovation of buildings, land clearing, rockfill dams, and so on. Large firms, by careful planning, are endeavouring

to keep basic crews employed throughout the year and many small employers are following suit. Posters, radio broadcasts, and newspaper advertisements have been used in many places by local committees to encourage winter work on all projects where it is possible. • • •

Canada's 1955 financial appropriations through international agencies for purposes of reconstruction and economic development totalled \$29,608,000. The table shows how these were allocated, and where the 1956 figure is known it is given in the additional column.

CANADA'S CONTRIBUTIONS FOR INTERNATIONAL AID

	1955	1956
U.N. Children's Fund	500,000	650,000
Colombo Plan	26,400,000	34,400,000
Palestine Refugees	500,000	500,000
U.N. Technical Assistance	1,448,000	1,800,000
U.N. High Commissioner for Refugees	125,000	125,000
Intergovernmental Committee for European Migration	135,000	—
U.N. Korean Reconstruction Agency	500,000	—

GENERAL NEWS

Canadian Citizenship Council

In the November-December issue of *Items*, the Canadian Citizenship Council has announced that it will have to curtail its service drastically because of lack of funds. The staff is reduced; the organization is moving to cheaper quarters; programs of four important committees (publications, research and special studies, specialized services, and conferences and meetings) are in jeopardy; and the publication of *Items* is temporarily (it is hoped) suspended. "The Council's Board members are convinced," says the magazine, "that there is an imperative and continuing need for an informed non-governmental body concerned with the multiplicity of problems and other matters of citizenship and immigration . . . Some other body than government . . . should be encouraging other Canadian organizations to work at these ideas and problems also. . . . Consequently the Board

is determined to maintain, if at all possible, at least a nucleus of organization and services."

Queen's Research on Aged

Queen's University psychologists have begun work on a research project designed to discover and measure the special talents of older citizens. The project, supported by a grant from the Department of Veterans Affairs, hopes to demonstrate an "experience" factor in mental ability — an increase in mental efficiency resulting from the special experience which comes with growing older.

The director of the project has outlined the reasons for undertaking this work. There is little doubt, he says, that advanced age leads to a decline in some mental abilities. There is, however, considerable doubt as to what this means. Possibly this decline is an inescapable part of growing older; but, just as possibly, it may

result from an habitual lack of practice of some abilities. That is, as people grow older they tend to settle into a specialized way of life which exercises only some of their many abilities. The abilities which are not used may thus "grow rusty". The other side of the coin, though, is that the abilities which are used may actually increase with age and experience.

Discovering precisely the strong and weak points of senior citizens' mental abilities could have important practical consequences. For, while retirement from some kinds of jobs at age 65 may make sense, there may be other jobs at which the special skills and experience acquired by the older generation would be extremely valuable. This experience today tends to be lost from the nation's productive capacity automatically at age 65. Perhaps, when the special abilities of older people are more precisely charted, it may be possible to direct older workers to posts where they can continue to help themselves and the nation for many more years.

Dr. Julian Blackburn, head of the department of psychology at Queen's University is directing the project, with Ottawa-born Dr. W. R. Thompson, also of Queen's, as assistant director.

Conference on Indians and Métis

The second Conference on Indians and Métis in Manitoba was held in the Manitoba Legislative Building, Winnipeg, December 16 and 17, 1955. The chairman was Dean W. J. Waines, dean of arts and science, University of Manitoba. Mr. Laval Fortier, federal Deputy Minister of Citizenship and Immigration, attended as one of the main participants. In addition to general meetings, there were business sessions in

which deputy ministers of provincial government departments and the Committee on Indians and Métis of the Welfare Council of Greater Winnipeg took part. Plans were discussed, in keeping with recommendations made at last year's conference, for the rehabilitation of Indians and Métis in the depressed areas of Manitoba. Approval was given of plans to make a pilot study of Indian and Métis life and to provide technical assistance to certain localities, in the areas of health and welfare, agriculture, and industry. Discussions were based on a thorough report prepared by the Welfare Council Committee.

Newfoundland Social Assistance Act

The new Social Assistance Act came into force on April 1, 1955, and since then the Department of Public Welfare has been gradually transferring recipients of mothers' and dependants' allowances to "social assistance". No new applications for mothers' and dependants' allowances have been accepted since last March 31. By the end of the year 1955-1956 both these allowances will have been abolished, and all persons who can qualify will have been transferred to social assistance. The change-over has been gradual, each case being transferred as the date of its annual review came up. By March 31, 1956, the total of cases transferred will probably reach 7,000.

Under the regulations the minimum basic annual allowance for food is \$240 for one adult, \$120 for each additional adult in a family and \$60 for each child. In cases of need the Minister may, on recommendation of a welfare officer, grant supplementary allowances: for rent, \$20 to \$30 per month; for clothing, from \$24 to \$60 per person per year; and for fuel, up

to half a ton of coal per month or the equivalent in oil or wood. In addition to all these, the Minister has power to grant an additional allowance up to \$30 a month for special needs.

**N.B. Association
of Children's
Aid Societies**

The Study Committee on the Unmarried Mother and Her Child of the New Brunswick Association of Children's Aid Societies, under the chairmanship of the Reverend F. T. Whalen, has completed its work and submitted its recommendations to the Association. Recommendations include the abolition of municipal residence requirements for aid to unmarried mothers who have residence in the province, and the assumption of full responsibility for the unmarried mother and her child, when necessary, by the Provincial Government. The N.B. Association of Children's Aid Societies will continue the work of trying to have the Government take the next steps that are necessary in carrying out the recommendations made by the Committee.

This association also has a Legislation and Resolutions Committee which reports that the N.B. Barristers' Society is working on a new and more suitable consent-to-adoption form.

**Report on
Correctional
Services**

Last year the Welfare Council of Greater Winnipeg established a committee on juvenile and adult offenders, which has now completed its work. The report gives details of correctional services in Manitoba and gives general information on services elsewhere, and it also puts forward recommendations for

re-organizing correctional services in Manitoba. The Welfare Council has now set up another committee to follow up the recommendations in the report. Copies of the report are available from Miss Anne Dumoulin, Welfare Council of Greater Winnipeg, 460 Main Street, Winnipeg.

**Preparation
for Discharge**

In November a pre-discharge clinic was opened on the grounds of Mercer Reformatory in Toronto. The idea is that women who are serving the last few weeks of their sentence can apply for admittance to another house with a more homelike atmosphere. The house has two bedrooms, with four beds in each, and the doors are not locked. Girls work in the morning, and in the afternoons have individual interviews, group discussions and films. Their evenings are free for recreation. This is a pre-discharge routine to help prepare the girls for life "outside".

**Social Worker at
Mental Hospital**

A mental health grant was approved in October 1955 for the creation of a position of supervisor of social work in the B.C. provincial mental hospital at Essondale. The purpose of this position is to bring the best possible social services to patients at all phases of treatment and rehabilitation. Much of the time of the supervisor of social work will be devoted to integrating the social services available for the 5,000 patients in the hospital. Dorothy R. Begg, a fully qualified worker with twelve years of varied experience, including work in a mental hospital and psychiatric clinic, and a child guidance clinic, has been appointed to the post.

**Marriage
Guidance
Conferences**

Two successful marriage guidance conferences were held recently in Alberta, one in Edmonton and the other in Calgary. Both were under the auspices of the local branches of the Alberta Division, Canadian Mental Health Association, in cooperation with local religious organizations.

**Rehabilitation
in Windsor**

Provincial rehabilitation grants will be administered in Windsor, Ontario, through a new organization specially created for the purpose, the Institute of Physical Medicine and Rehabilitation, Essex County, Incorporated. The Institute is an outgrowth of the Windsor Welfare Council's committee on rehabilitation services.

**Oakalla
Prison Farm**

A beginning has been made toward the establishment of a special treatment centre for drug addicts at Oakalla Prison Farm in British Columbia. Casework, probation and educational services are being set up. This prison is also extending other services by appointing a psychologist, a social worker and an educational officer for the young offenders' unit.

**Toronto
Brief on
Assistance**

In November 1955 Mr. H. S. Rupert, Commissioner of Public Welfare for Toronto, on behalf of the City, submitted a brief to the provincial Minister of Public Welfare asking that the supplementary assistance (costs sharable between City and Province) available to recipients of government allowance without other support be increased from \$10 to \$20. Included in the brief is a summary of the city's experience with these

clients, and the numbers who required additional help.

**Integration of
Immigrants**

La Societe d'Education des Adultes sponsored a "carrefour" on the integration of immigrants in the autumn. Discussion centred on how the Province of Quebec might better help immigrants, especially those from Latin countries, to fit into Canadian life. The meeting was mainly of a fact-finding nature to discover the extent and significance of the problem. Encouragement was given to community or regional planning councils on immigrants. The Honourable Mr. Pickersgill, Minister of Citizenship and Immigration, gave an address (in French) on the contribution of new Canadians to Canada's cultural and economic life.

**Residence
Requirements
for Unmarried
Mothers**

By virtue of a recent decision of the Quebec government, expenses incurred for the care in recognized charitable institutions of children born out of wedlock will be the responsibility of the Province. Formerly the municipalities paid part of these costs. This decision will be of benefit to the work of social agencies and their workers on behalf of unmarried mothers, who will no longer have to have municipal authorities verify their place of residence. The client's privacy will thus be safeguarded. Only provincial residence will now have to be proved. The decision is in line with the recommendations in the CWC's statement on residence requirements affecting unmarried mothers. Three other provinces — British Columbia, Saskatchewan and Newfoundland — have similar provisions.

**Hamilton
Pre-natal
Classes**

The Hamilton Council of Community Services has been sponsoring series of classes for expectant parents since 1950. The program has grown and in 1956 thirteen complete series will be given. Each series consists of six afternoon classes attended by expectant mothers and a seventh evening class attended by both mothers and fathers. Special literature is given to those attending the classes, and the Hamilton Public Library provides lists of up-to-date books on parenthood. The programs are conducted by the Department of Public Health, the Victorian Order of Nurses and the St. Elizabeth Visiting Nurses, and are approved by the Hamilton Academy of Medicine. Volunteer assistance is given by members of the community organizations.

**Volunteer
Service**

Notre Dame Hospital, Montreal will shortly inaugurate a training course for volunteers. The training will consist of a period of theoretical and practical work directed by the religious and medical authorities of the hospital. In a few months the hospital will open a new pavilion which will bring its total capacity to 11,000 beds, and the services of volunteers in many of the departments of the institution will be of inestimable value.

**Rehabilitation
of Alcoholics**

The foundation for a centre for the physical rehabilitation of alcoholics has been laid in Montreal by a group of doctors, "Lacordaires" and other citizens. The centre will be administered by a permanent committee, predominantly Catholic, and will be established as quickly as possible.

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ABOUT



PEOPLE

Charles Lundy died, suddenly, on December 28th. He had held the office of Deputy Minister of Welfare for British Columbia for only a little over a year, before that having served as Director of Welfare from 1942. His passing is an inestimable loss to the public welfare service he had a major part in shaping. The grief of his B.C. colleagues will be shared by his many friends across the nation, who knew him as a man of quiet conviction, gentleness and compassion.

He was born in Salmon Arm, B.C., in 1899, his family originally coming from Ontario. ("Lundy's Lane" of one of our national songs refers to his ancestral home). He joined the staff of the B.C. Unemployment Relief Branch in the early 1930's, his work in those difficult years being characterized by his consideration of individual needs, and by his executive abilities. These qualities were fully recognized in his subsequent appointment to the position of Director of Welfare, and were as fully employed in the performance of his duties in the ensuing years.

Mr. Lundy was a member of the group that conceived the idea of a public welfare division for the Canadian Welfare Council in a hotel room in Halifax in 1946, and he was until lately a member of the Division's executive committee. His counsel has been a vital source of strength and encouragement to the Council's work.

Josephine Kilburn, also of British Columbia, died on December 23rd, after suffering a stroke a few days

earlier. She was 65. One of Canada's pioneers in psychiatric social work, Miss Kilburn entered that field (after training at Johns Hopkins) in Toronto in 1926, making the first start in the treatment of emotionally disturbed children in that city. In 1930, she accepted the newly created position of social worker in the Mental Hospital in British Columbia, and the next year, with Dr. Arthur Crease, inaugurated that Province's Child Guidance Clinic service. She retired in 1950, having seen the Department she had built develop into a large and indispensable asset to the Province.

Lillian Boes, formerly on the staff of the Cornwall Children's Aid Society, is now working with the Research Division, Department of National Health and Welfare, with the hospital and medical care studies unit.

Frances Hobson is also with the Division, as of December 28, as a statistician in the biostatistics section; she has had intensive training in statistics in several universities.

David Donnison, who spent two years on the staff of the Toronto School of Social Work, and who has contributed articles on the Census and on Jargon to this magazine, returned to England last summer and has now been appointed Reader in Social Administration at the London School of Economics.

Clare Vinnels has become executive director of the Windsor Community Fund and Welfare Council, succeeding Ralph Albrant who is now

secretary of the Community Chests and Councils Division of the Canadian Welfare Council. Mr. Vinnels was doing a short-term assignment with the Welfare Council of Toronto immediately before taking his new position and previously worked at the York County and Hamilton Children's Aid Societies.

Dr. W. P. Warner, CBE, who had been director-general of treatment services in the Department of Veterans Affairs, died in Sunnybrook Hospital, Toronto, in December. Dr. Warner served with the Royal Navy in the First World War and won the Distinguished Service Cross. He went overseas at the beginning of World War II as a senior officer with No. 15 Canadian General Hospital, and returned to Canada in 1940 to be consultant to the director-general of medical services at defence headquarters, Ottawa, until 1945.

Fraser Woodhouse holds the newly created position of director of training and regional director for the Eastern Area for the Boys' Clubs of Canada. He was previously supervisor with the Montreal Boys' Association.

E. G. Potter has been made executive director of the Society for the Protection of Women and Children, Montreal.

Rena Herberman has joined the staff of Jewish Vocational Service, Toronto, as a vocational counsellor. She was formerly a psychologist on the staff of the child adjustment services branch of the Toronto Board of Education.

One of the pioneer spirits in Canadian social work, Lorna Warneford (**Mrs. A. E. Warneford**) died in Saint John, N.B., on January 6. For almost 25 years, she was a caseworker and then Executive Secretary of the

Family Welfare Association in Saint John but in 1952 she joined the staff of the Department of Veterans Affairs as medical social worker at Lancaster Hospital, where she was employed at the time of her death.

She was active in the establishment of mothers' allowance legislation in New Brunswick. She worked hard in urging the construction of low-rental housing in Saint John, and in advocating new measures to improve mental health facilities.

Mrs. Warneford will long be remembered for her devotion to people in need and for her efforts to secure more adequate welfare services for them. In the agencies where she worked she gave unstintingly of time and energy to help individuals find solutions to their difficulties.

Mrs. Warneford had been associated with the Canadian Welfare Council for a long time. She was at one time one of its Regional Advisers and always a staunch friend and supporter.

When **Mrs. H. L. Luffman** died on January 6, Toronto lost one of its best citizens. Some years ago, Citizens' Forum did a broadcast on the subject of housing and the Toronto listening groups agreed to meet together to discuss the subject further. The upshot was the formation of the Citizens' Housing and Planning Association, and Bessie Luffman was a vice-chairman. From that time much of her work as a citizen—she was also an officer of the Toronto Women Electors' Association—was devoted to housing. She was active in the work of preparing briefs on low-rental housing, and her contribution to the Regent Park North Project (Canada's first public low-rental housing scheme) was outstanding. When the

Toronto Housing Authority was established in 1948 Mrs. Luffman was a member, and later she was a member of the City of Toronto Planning Board and a councillor of the Community Planning Association of Canada. In addition to all this, and much more that we have not mentioned, Mrs. Luffman was a professional musician, a church organist.

William J. Wacko has replaced Keith Childerhose (now in an industrial position) as executive secretary for the Ottawa Branch of the Ontario Alcoholism Research Foundation. Mr. Wacko was psychiatric social worker at the Provincial Mental Hospital, Edmonton, for three years, and then spent a year as senior psychiatric social worker in St. Mary's Hospital (Paddington), London, returning to Canada last fall.

Emilien Rochette, a member of the Board of Governors of the Canadian Welfare Council, has been elected president of the *Service Familial*, Quebec City.

Claire St. John joined the staff of the Research and Statistics Division, Department of National Health and Welfare, in September, to be responsible for research in the field of rehabilitation of disabled persons. Miss St. John went to Ottawa from Vancouver, where she was a supervisor with the social service department of the City of Vancouver.

Al C. Westcott formerly on the staff of the Children's Aid Society of Seattle, Washington, has been appointed regional liaison officer of the Citizenship Branch, federal Department of Citizenship and Immigration, for Alberta and Southern Saskatchewan, stationed in Edmonton.

Ron Henbest, a graduate of the British Columbia School of Social Work, has joined the Edmonton Public School Board, Attendance Division, as attendant social worker.

Andy I. Dorosh, formerly a child welfare worker with the Edmonton City Welfare Department, went back to University of British Columbia to obtain his Master's Degree in Social Work, returned a year ago, and is now supervisor of the Child Welfare Division of the same agency.

Gustave A. deCocq, formerly program secretary with the Edmonton YMCA has joined the Edmonton Council of Community Services as council assistant.

William M. Nicholls, acting executive director of the Council of Community Services and the Community Chest in Edmonton, has been appointed executive director.

Elizabeth McPherson, who some time ago was a staff member of the Family Bureau in Montreal, is now working with the Edmonton Family Service Bureau.

BOY SCOUTS

Each year, usually in the first week of February, the Boy Scouts of America observe Boy Scout Week. In Canada, by international agreement, the Scouts observe "B.P. Sunday", on the Sunday following the birth date of the founder, Lord Baden-Powell, when Cubs, Scouts, Rovers and Leaders attend special religious services and listen to addresses paying tribute to the founder. It is also common practice in Canada for Scout Councils to make appeals for financial support in the first three weeks of February, and also to hold open meetings during the week following B.P. Sunday for friends and relatives to learn what Scouting is doing for communities.

BOOK



REVIEWS

Medical Care for Tomorrow, by Michael M. Davis. Harper & Brothers, New York, 1955 (Toronto: Musson Book Co. Ltd.). 497 pp. Price \$8.50.

A very distinguished medical administrator has here made available to the lay public the fruits of a lifetime of observation of medical care. Dr. Davis has spent over forty years in medical care administration, and is now chairman of the executive committee of the Committee for the Nation's Health in the United States.

This book deserves more than the relatively brief review it is getting here. The subject is important and interest in it has become increasingly pervasive: it agitates both the professional bodies and the public; it looms more and more on the horizon as a subject for social legislation; it is as complex as it is vital. In short, it has become increasingly urgent that there be a body of well-informed public opinion on the question of medical care in all its ramifications, its availability, its costs, its distribution.

Dr. Davis' book can contribute substantially to forming an intelligent opinion. It is plainly written and comprehensive in its scope. It raises and deals with a number of issues without fear of avoiding controversy on such questions as (these are chapter headings): Need and Demand for Care, What Constitutes Quality of Service?, Professional versus Financial Incentives, The Consumer's Point of View, Proprietary versus Social Insurance, Choosing Doctors and

Paying Them, Towards Comprehensive Health Insurance.

The book is actually divided into four major divisions: Basic Elements in Medical Services, Evolution in Organizations, Evolution in Economics, and Programs and Outlook.

These in turn are divided into 27 chapters, plus some appendices and an elaborate and carefully drawn bibliography.

It is quite obvious that Dr. Davis has gone through an extraordinary amount of material to make his book authoritative. He has further paid his readers the compliment of assuming that any reasonably intelligent layman can grasp the problems he raises without being professionally involved with them. And a further blessing on him for including an index.

There are so many quotable passages that it is altogether too tempting not to give at least a few:

"... In the main the immense growth of organization in medical services during the last forty years suggests as yet the proliferation of amoebas rather than the development of a vertebrate."

"... Preparation for medicine has been oriented to the growing subject matter of a vocation rather than to the changing needs of a society."

"This review of methods of paying physicians under health insurance leads to a conclusion derived alike from medical, administrative, and financial considerations. The conclusion is that fee-for-service remuneration of physicians should be discontinued as rapidly as possible as the basic method of payment... The

long-range interests of medicine and the interests of the public are against it."

Inevitably Dr. Davis has relied almost entirely on American data although there are several references to Canada and to foreign countries. The problems are, however, very much the same here as across the border. *Medical Care for Tomorrow* can be read very profitably in conjunction with the recent valuable studies made by the Department of National Health and Welfare and the Dominion Bureau of Statistics. It is a first-rate book.

A. ANDRAS

*Canadian Congress of Labour,
Ottawa.*

The Learner in Education for the Professions: As Seen in Education for Social Work, by Charlotte Towle, University of Chicago Press, Chicago, 1954. 432 pp. Price \$7.50.

While in most professions training has reached a high level of technical efficiency, it is not uncommon to hear complaints that the narrowness imposed by didactic and specialized methods is failing to contribute to the personality development and culture of the student.

A profession is a culture within a culture and there are those that fear that the professional schools of our universities are producing alien cultures which find it hard to understand one another and are drawing farther apart.

Obviously this must not happen to social work, and in this book Charlotte Towle has shown how the social casework practitioner who overnight becomes the professional educator has been able to apply new values and insights to the learning process.

She comprehends learning in the light of the social worker's under-

standing of human needs, wants, and strivings, in terms of knowledge of growth and development, and in relation to awareness of the part played by environmental processes and cultural conditioning on personality formation.

The theories of behaviour are also her theories of learning, and throughout she seeks to avoid the tendency of the educationist to fragment the learner into "disembodied I.Q.'s and aptitudes".

Following Tolman, Lewin and French, she has brought the concepts of Freudian psychology to bear upon learning, and has used her knowledge of the dynamics of behaviour as the key to the understanding of the integrative learning process.

Such a study leads naturally to an examination of the development of ego defences and the anxieties implicit in learning. Here Miss Towle, from her experience, has many wise things to say. The educational regime may easily obstruct learning by creating stress leading to automatic rather than creative effort, to fragmentation rather than integration, and to a consequent breakdown of incentives originally appropriate and strong. She shows how by suitable planning of a sequence of learning experiences this danger can be minimized.

This is a lengthy book, somewhat repetitious since Miss Towle has incorporated the content of articles published elsewhere. It is a large plum pudding in which the plums (there are many of them) are embedded in a rather wordy dough.

She has the surest touch in Part II of the book where she discusses the teaching of case work. Here she speaks with authority, drawing liberally on her experience as a teacher in

the School of Social Service Administration, Chicago. There is much invaluable advice and help for casework teachers. This is an important book, and not only for staffs of schools of social work: it raises questions which, if seriously considered in other fields, would revolutionize the whole approach to professional education.

C. E. SMITH

*University of Saskatchewan,
Saskatoon.*

Understanding the Older Client.

Reprinted from *Social Casework*, 1951-1955. Family Service Association of America, New York (192 Lexington Avenue, 16). 64 pp. Price 90 cents.

Understanding the Older Client is a careful compilation of nine articles that have been published in various issues of *Social Casework* during the past four years. They are an account of the experiences and research going on under voluntary auspices in family agencies, hospital clinics, universities, and homes for the aged in widely scattered American cities.

Some discuss particularly the psychodynamics of the mental and emotional illnesses in the older age group. In all, the focus is on the psychology of aging and ways of helping the older person at home or in an institution.

The psychology is a Freudian approach based on the conviction that, while often the emergency that moves a person to seek help is produced by an extra burden in the present, the deeper underlying causes are laid down early in life. This connection between the older person's early life experiences and his current problems is part of the total reality that must be given due consideration if treatment is to be effective and adequate.

While emphasis is placed on the need for this deeper diagnostic understanding of the individual to assure effective planning, the treatment recommended is primarily supportive, and essentially the same whether the services are extended to older persons in institutions or in their own homes.

From these studies of individual old people and their response to treatment, we are helped to know and understand older people in general. One would hesitate to pigeonhole them into a neat category labelled "aged".

The articles are written by a psychiatrist, by a social worker, or both, in collaboration with other professional people such as nurses and dietitians, and the emphasis is on an interdisciplinary approach in treatment. The report of a demonstration psychiatric conference held by the staff of a home for the aged illustrates most effectively teamwork in action under the leadership of the medical profession.

ADA GREENHILL

*Catholic Family Service,
Ottawa.*

Parents and Children, by C. W. Valentine. British Book Service, Toronto, 1953. 211 pages. Price \$1.80.

This little book with its unpretentious title covers a broad field. Written primarily for parents, it is intended also to assist professional people, such as teachers and social workers, in the understanding of parents and their children.

Beginning with some introduction about the nature and purpose of psychology, the author moves to a detailed study of man and his tendencies, motives, and manner of development. In this section and in the subsequent chapters dealing with

mental attitudes, conscious and unconscious, as well as with the nature of intelligence and its development, the book would seem to be most useful to the student and the studious parent.

There is a well documented and freely illustrated examination of a wide variety of basic points in psychology. The style here, however, with its frequent references to preceding and subsequent chapters and the liberal use of parentheses, does not lend itself to easy reading.

The last half of the book is concerned with the stages of development of the child. The well planned presentation of activities, abilities and problems of children from infancy through adolescence will be of interest to all thinking parents. It is here particularly that Professor Valentine

seems to achieve his goal.

While giving a sound guide to what may be expected of children, he shows clearly that "there can be among normal children differences in behaviour, in emotional traits, in activities and interests, in special abilities, without any such children being abnormal in the sense of mentally unhealthy".

As a parent, I am happy to find an authoritative guide such as this last half of the book. As a social worker concerned with child welfare, I find the entire book an interesting and valuable reference containing some points which I, and I think some teachers and psychologists also, would like to question.

M. T. O'BRIEN

*Children's Aid Society,
Cornwall, Ontario.*

BRIEF NOTICES

Foster Home Placement, by Lillian K. Kaplan. Jewish Child Care Association of New York, 1646 York Avenue, New York, 1953. 15 pp. Price 50 cents. Reprinted from *Psychoanalysis and Social Work*, edited by Marcel Heiman.

You and Your Retarded Child, by Samuel A. Kirk, Merle B. Karnes, and Winifred D. Kirk. MacMillan Co., New York (Toronto: MacMillan Company of Canada), 1955. 184 pp. Price \$4.00.

Changing Concepts in Child Care. Professional papers presented at the conference of the Jewish Child Care Association of New York, New York, 1954. 78 pp. Price \$1.50.

The Institution as a Casework Agency, by Helen R. Hagan. Child Welfare League of America, New York, 1954. 25 pp. Price 50 cents.

The Prevention of Cruelty to Children, by Leslie Housden. Jonathan

Cape, London, 1955. 406 pp. Price 28s.

Psychology in Canadian Universities and Colleges, by Robert B. MacLeod. Canadian Social Science Research Council, Ottawa, 1955. 64 pp. Price 50 cents.

Analysis of the Immigration Laws and Regulations of Selected Countries. Vols. I and II. International Labour Office, Geneva, 1954. Available from International Labour Office, 95 Rideau St., Ottawa.

What Makes a Volunteer? by Melvin A. Glasser. Public Affairs Committee, Inc., New York, 1955. 28 pp. Price 25 cents.

The Police and the Mental Health of Children. Published with the assistance of UNESCO by the International Federation of Senior Police Officers, Paris, 1955. 54 pp. Price 35 cents.

Casework Papers, 1955, from the National Conference of Social Work. Presented at the 82nd Annual Forum, San Francisco, May 29 to June 3, 1955. Family Service Association of America, 192 Lexington Ave., New York 16, 1955. 154 pp. Price \$2.00.

Making Yours A Better Board, articles reprinted from *Family Service Highlights*. Family Service Association of America, New York, 1955. 47 pp. Price 65 cents.

International Survey of Programmes of Social Development. United Nations, New York, 1955. (Ryerson Press 299 Queen St. West, Toronto, and Periodica Inc., 5112 ave. Papineau, Montreal 34). 219 pp. Price \$2.00.

Selected Public Hospital and Medical Plans in Canada. Social Security Series, Memorandum No. 15. Research Division, Department of National Health and Welfare, Ottawa, 1955. 109 pp. Available on request from the Department.

Voluntary Medical and Hospital Insurance in Canada, General Series, Memorandum No. 9. Research Division, Department of National Health and Welfare, Ottawa, 1955. 61 pp. Available on request from the Department.

Tuberculosis Services in Canada. Memorandum no. 11, General Series. Prepared by Research Division, Department of National Health and Welfare, Ottawa, 1955. 66 pp.

IN THE PUBLIC PRESS

The editorial on Interpretation, page 273, mentions that "dozens of articles" on social welfare appear in magazines. A visit to a newsstand and some grapevine gossip brought the following to light in a matter of minutes:

"Oak Grove . . . A Home, Not an Institution". *Ladies Home Journal*, January 1956. An article about the metamorphosis of an orphans' home founded in 1790 into a modern home for children.

"'Unadoptable' Children", by Margaret Hickey. Same magazine, same issue.

"St. Elizabeths—Pace-setter for Mental Hospitals", by Natalie Davis Springarn. *Harper's Magazine*, January 1956.

"Women Behind Bars", by Anne Francis, will appear in a future issue of *Canadian Home Journal*. Miss Francis (Mrs. John Bird), a member of our own editorial board, has recently given a series of broadcasts on this subject, first on an afternoon program and then on an evening program, over CBC stations.

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15th Biennial Conference

EDMONTON, ALBERTA

JUNE 1956

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Canadian Association of Social Workers	Canadian Welfare Council
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COUNCIL PUBLICATIONS

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Publications Section

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